

ALASKA PEOPLE

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Volume VII

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Life In Alaska 10,000 Years Ago

Have you ever wondered what life was like in Alaska 10,000 years ago? Obviously no modern-day person was around then, but scientists have managed to piece together information about that time period which they call the Pleistocene Age.

The Pleistocene Age, more commonly called the Ice Age, took place between 2,500,000 and 10,000 years ago. It was a time of alternation between warm and cold periods causing major climatological and paleogeographical changes in nature throughout the world. At times glaciation occurred throughout northern Europe as far south as central Germany and in North America as far south as the Great Lakes. What caused this, scientists do not know. Some feel that extraterrestrial factors, such as changes in solar radiation, may have been the cause. Other researchers think it was caused by terrestrial factors.

The formation of vast ice caps involved large amounts of water causing the ocean to lower and opening up land areas such as the Bering Land Bridge between Siberia and Alaska. During

this age the warm-blooded, hair-covered animals developed their greatest diversity. These abundant mammals provided both rich hunting and awesome competition for the people who coexisted with them. The people who lived then in Asia learned how to effectively hunt the largest of grazing animals--the woolly mammoth and the woolly rhinoceros--for food and building materials. People competed with early, and generally larger, forms of bear, lion, tiger, and wolf for meat and living space. Banding together in small groups and living in temporary shelters, they followed the yearly cycle of plant growth and animal movement.

Sometime during the last 50,000 years of the Pleistocene while the Bering Land Bridge was available, people moved across it, becoming the first humans in the Americas. Twelve thousand years ago the melting of the ice cap and glaciers raised sea level 50 feet, breaking the land connection to Asia.

The people living in the Americas when the land bridge disappeared beneath the sea fell heir to a vast greenland that was beginning to be

encroached upon by forest, but animal life was still plentiful and diverse. The people had stone and bone tools, made with such skill and beauty that their descendants, thousands of years later, treasured them as relics.

As the world generally warmed, some kinds of animals died out entirely; the mammoth, horse camel, and tiger were gone ten thousand years ago. Bears and buffalo became smaller. Rather than drastic physical change, the people adapted by changing their tools and their lifestyle. They diversified the kinds of stone and bone tools they used as they harvested a wider variety of plants and animals.

In the last 100 years many mammoth bones and sometimes the actual mammoth frozen in ice have been found. Speculation on how the mammoths got stuck in the ice varies. The animals may have gotten their feet stuck in the mud and then been caught in a large snowstorm, or they may have fallen into a deep crack in the ice. Siberian mammoths have been found as

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Black History Week At FDO

by Sharon K. Wilson

An All Employee's Meeting was held on February 19 in the Fairbanks District Office to honor Black History Month. Cliff Ligon, new equal opportunity specialist with FDO, introduced the guest speaker, Vander Pearson, president of the Fairbanks Black Caucus.

Pearson outlined many of the events before, during, and after the Civil War era which led to the status of the black citizen of modern America. Enumerating the passage of many court cases, legislative moves, and Constitutional amendments, he pointed out that there were more blacks in Congress between 1867 and 1883 than there are today.

"Progress, although slow, has indeed been made," said Pearson. "As recently as 20 years ago, blacks were not allowed

to stay in hotels in certain sections of Washington, D.C." Ending on a positive note, Pearson emphasized that all ethnic groups must work together to create a unified America to defend our last bastion of democracy.

Jackie Harper helped Ligon put together a pictorial display in the lobby of FDO featuring vignettes about Afro-American families in honor of the national theme, "Afro-American Families — Historical Strength for the New Century." Harper also read brief biographies of distinguished individuals in black history over the public announcement system; films on black history were presented in the FDO training room.

Susan Giovinazzo, Federal Women's Program Manager, and her council members planned and cooked a "Taster's Choice" buffet that followed the meeting on February 19.



Jackie Harper with black history exhibit

photo by Dan Gullickson

TO: All Anchorage Federal Building employees

FROM: The Office of Federal Protection and Safety
Federal Building, Room E-128
(1st floor)

LOST & FOUND

If you've lost or found something in the Anchorage Federal Building, the Federal Protection and Safety Office is the place to go. The office will keep the article for 60 days, after which it will be disposed of.

A list of the lost and found items will be posted regularly on the 4th floor employee bulletin board.

PLEASE DON'T PARK IN THE FEDERAL BUILDING VISITOR SPOTS

41 CFR 101.20.312 prohibits employees of the federal building from parking the reserved parking spaces. This includes those spaces reserved for visitors.

All federal employees are encouraged to adhere to this regulation. For more information call the Office of Federal Protection and Safety at 271-5995.

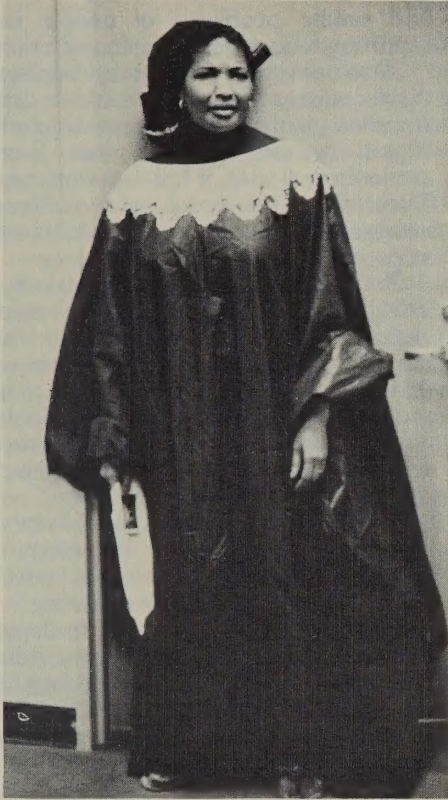
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Elizabeth Carew Shares Her African Culture



Elizabeth Carew

BLMers throughout Alaska celebrated Black History Week, February 19-22. The EEO offices hosted a variety of activities. At ASO an opening ceremony featuring State Director Mike Penfold, special guest speakers, a display on Black History Week, and the movie "Roots" were all part of the weeklong celebration.

Elizabeth Carew of ASO's Division of Conveyance Management was one of the featured speakers. Dressed in a Nigerian costume, she told of growing up in Nigeria and Sierra Leone. Carew was born in the northern Nigerian town of Kano. Her mother is Nigerian and her father is from Sierra Leone. "My father was a postmaster general working for the British government. During his career he worked in several post offices within the British system. I can remember living in six different states in Nigeria before my father retired and went back to Sierra Leone."

Nigeria's population of 80 million people includes more than 250 ethnic groups. During the slave trade era Nigerians were shipped to Brazil, Cuba, and the southern United States. Soon after this time period Nigeria was conquered by Great Britain and remained under British rule until 1960.

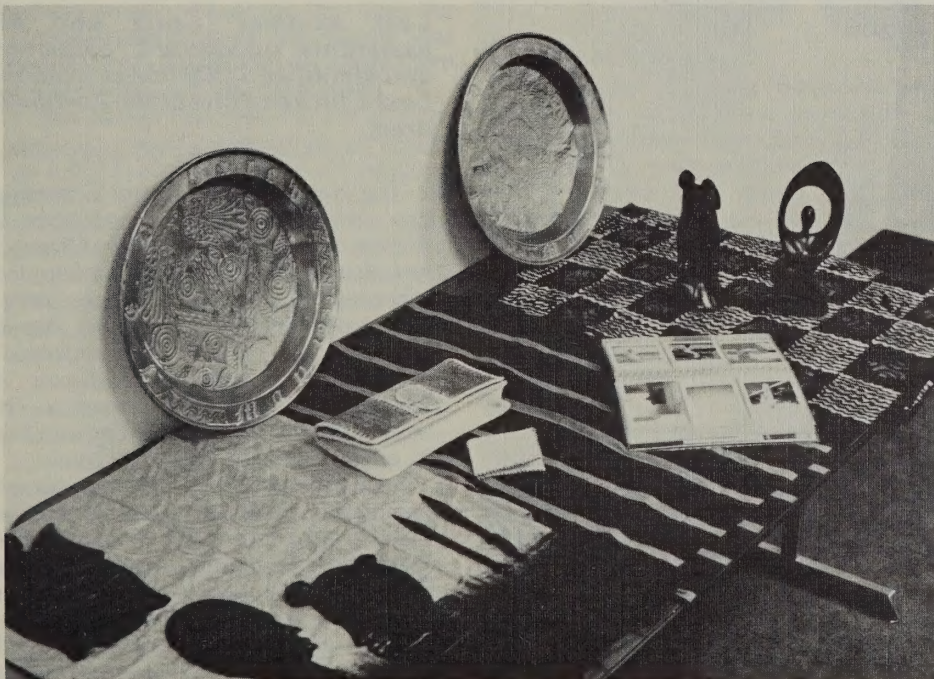
In contrast, Sierra Leone is a small country with a population of 3.5 million. Although 12 African languages are spoken, English is the official language. Sierra Leone received its name from

Portuguese traders who named the country "Sierra" for the mountains and "Leone" for the lions they found there.

Carew moved from Sierra Leone to New York in 1961 to work in the newly opened Sierra Leone Consulate. At that time Sierra Leone had just gained independence from Great Britain and was opening consulates in countries throughout the world. As an employee of the Consulate, Carew gave out visas and information about her country to people planning to go there. She also made school and living arrangements for Sierra Leone students wanting to study in the United States. In 1965 she went to work for the United Nations as a tour guide.

In 1969 she came to Alaska with a friend and has worked for Western Airlines, the Municipality of Anchorage, the Civil Service Commission, and the Federal Aviation Administration. In 1978 Carew was hired by BLM as a computer keypunch operator. Two years later she was promoted to a land law examiner in the ASO Division of Conveyance Management, where she continues to work today.

Carew is the mother of four daughters, all of whom graduated from high school in Anchorage. The oldest is now a medical doctor in Los Angeles, the second daughter has her MBA in banking, the third is an electrician here in Anchorage, and the fourth just graduated from high school.



Crafts from Nigeria and Sierra Leone

BLM Archaeologist Feted By

by Sharon K. Wilson

Positioned in the entryway of the Fairbanks District Office is a display of fossil bones under a picture of prehistoric animals in Alaska. The display is an item of interest with visitors and BLM employees alike. Collected under the 3809 Surface Protection Mining Laws, the fossil bones illustrate the kinds of animals that lived in Alaska during the Ice Age. The person largely responsible for the recovery and display of these bones is John Cook, archaeologist with the Division of Resources.

The quiet, soft-spoken man with the red beard is a behind-the-scenes worker who seldom makes his presence known. Cook received his Ph.D. in anthropology in 1969 from the University of Wisconsin but has been doing archeological work in the arctic and sub-arctic since 1959. He moved to Fairbanks permanently in 1968.

In 1984 Cook received an invitation to visit the National Museum of Ethnology in Osaka, Japan. The museum sent an archeological crew to Alaska in 1982. One site the team excavated was discovered by Cook on BLM land in the

Fortymile area. Because of the cooperation between BLM and the excavation team during the project, the Japanese museum administration asked Cook to come to Japan to consult on the analysis of the material collected there.

Last November John, his wife Elizabeth, and nine-year-old son, Ben, departed for a three-week trip to Japan. "It gave me the opportunity to look at some of their collections of materials that are probably related to archeology in Alaska, and to see how they deal with cultural resources on public lands," said Cook.

According to Cook, Japan's cultural resources are under the Ministry of Education, so they have closer ties to the universities and institutes and are more academically oriented in resource management than in the United States. The government allocates more money, and there are more people working on the cultural resources programs than in the United States.

Cook found several similarities in the U.S. and Japanese archeology programs. "Both countries have a National Register to list significant sites," he said. He also found that they

had similar problems of people not reporting sites when they found them.

"One obvious difference, because their country is so much older than America, is that they have a much bigger system. Japan has more archeological sites; it has more history. They also use a lot of volunteer, amateur programs that we don't," Cook said.

Once in Japan, he stayed very busy. While his wife and son went sight-seeing, Cook consulted with the museum staff, gave several lectures on Alaskan archeology to other professionals and graduate students, participated in workshops, and visited several museums, a nuclear research lab, the University at Hokkaido, and several institutes. "We stayed in local Japanese hotels and traveled in subways and on the "bullet train," which gives a smooth 80 to 100 mph ride.

The museum archeologists in Japan agreed to do some laboratory bone analysis to identify archeological material and also agreed to use their lab to identify the source of rocks used for artifacts. Cook has since sent them samples of different kinds of raw material. They will analyze them and set up a data base for the rocks. With this, once a certain material is identified as coming from a particular area, subsequent archeological finds can be compared. In this way trade patterns can be established. Cook has been working on the project for years, tracking the similarities of different sites to tell how the cultures interacted in ages past.

Last summer Cook and his assistants excavated, collected, and identified 1,200 bones from the Lost Chicken Mine in the Fortymile area.

The National Museum of Ethnology has completed many excavations in Alaska, mainly in the Aleutian Chain. It has also conducted a large amount of ethnological work on Eskimo culture. The excavations in Interior Alaska should add more to the museum's understanding and public display of Native cultures of North America. The team will be back this coming summer to excavate a site near Ft. Greely.

Last summer Cook and his assistants excavated, collected, and identified 1,200 bones from the Lost Chicken Mine in the Fortymile area. Among the bones were those of a rare European antelope and a horse that no one knew ever lived in Alaska. The horse, which has never been found outside Europe,

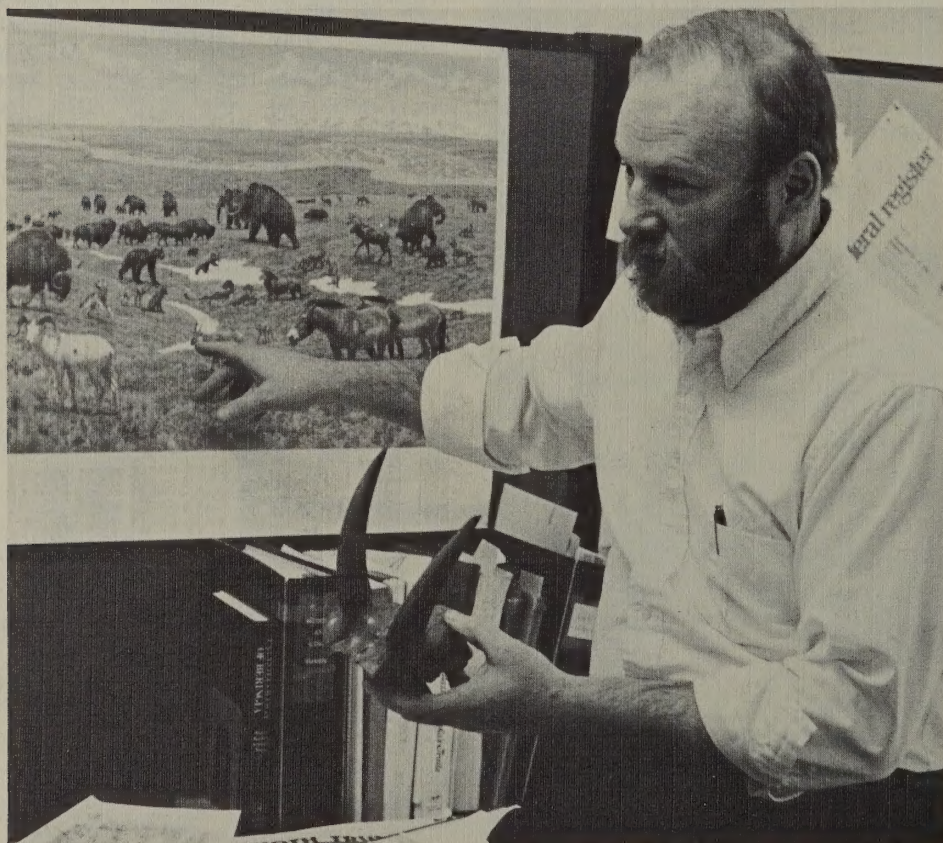


photo by Dan Gullickson

FDO archaeologist John Cook holds the skull of a rare saiga antelope which he found near Lost Chicken Creek during the summer of '84. The antelope ranged from England to the Northwest Territory 18,000 years ago and still lives in Siberia.

Japanese

has been radio-carbon dated at 18,600 years old, and the other bones seen to be of the same age. One bone, which is being dated at the University of Arizona at Tucson, has a cut end, indicating the work of man.

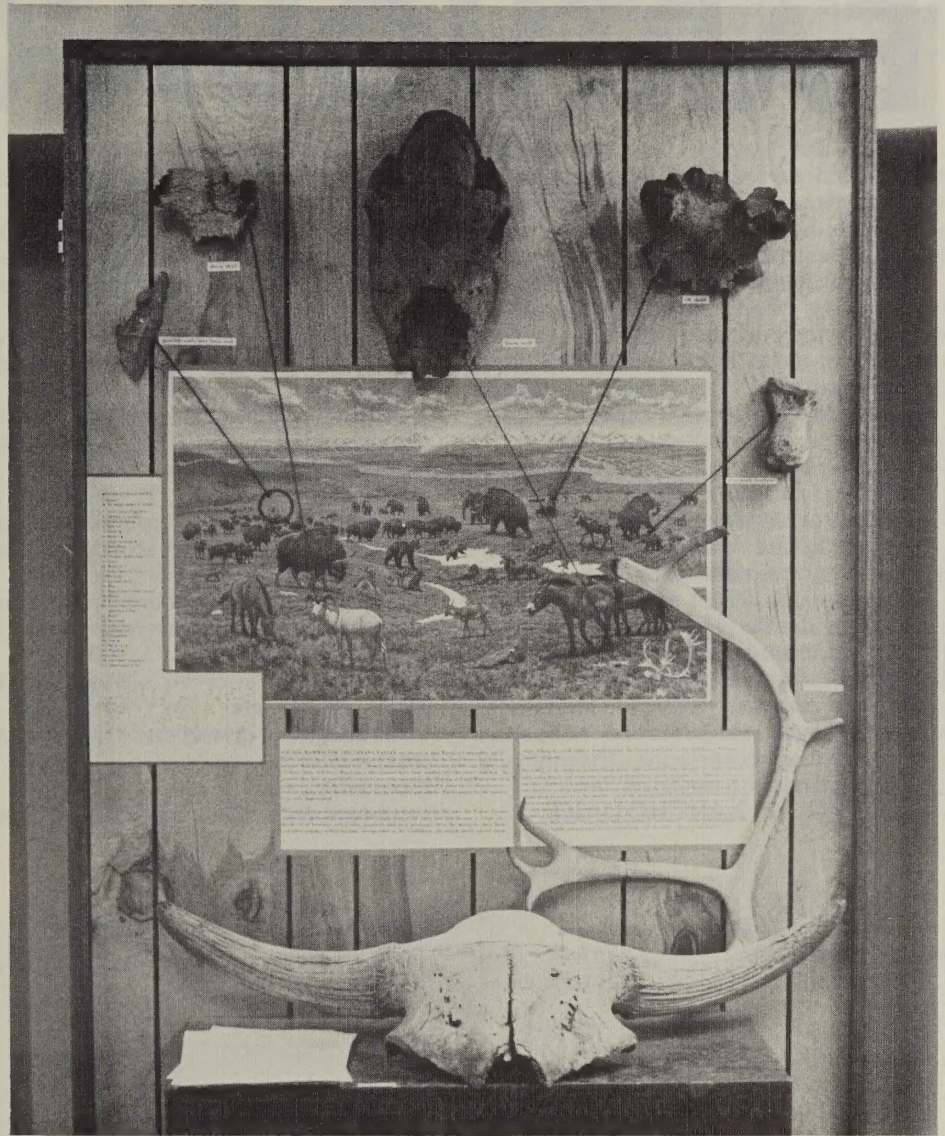
The fossil program at Fairbanks District Office is being conducted in cooperation with the University of Alaska-Fairbanks. University personnel are doing the final identification and conservation of the material. The fossils are stored there for scientific use and for display if the quality is good enough. At least one publication this year will be using this new information.

The fossil program at FDO also leans heavily on the Student Conservation Association volunteer program. This summer Cook hopes to obtain the help of two volunteers—an archeology student and a paleontology student. Prior to their field work they would receive a crash course in fossil identification from the University Museum and would then spend the summer monitoring mines, salvaging fossils, and looking for associated cultural material in the vicinity.

One of Cook's main responsibilities at FDO is the cultural and paleontological part of the 3809 (surface management and protection) mining laws. All sites are recorded in a state of Alaska inventory, which Cook is trying to make part of the BLM Automated Data Processing System. Significant sites go into the National Register of Historic Places. The program budget prevents any intensive inventory and survey work. Most of the time the archeologists rely on the miners and construction companies to notify them if fossils or a site are discovered.

Any action that disturbs the ground, such as opening a gravel pit or setting up a drill pad site on the North Slope, is checked out. If a site is found, the archeologist encourages the company to detour around it. The intent is to find the site in advance so it can be avoided. "We get good cooperation from the oil companies and the miners," Cook emphasized.

As part of BLM's involvement in the community, Cook spoke at the Placer Miners' Conference in March this year on the paleontology of the 3809 program. He encouraged the miners to continue cooperating when they make finds of historical significance. It is through active participation that John Cook keeps the lines of communication open with the Alaskan miners. This improves our public image while we learn more about our early ancestors.



The FDO lobby display

photo by Dan Gullickson

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if flash frozen in the ice. Scientists have been able to gather a great deal of knowledge from these finds.

In Alaska many of the recent skeletal findings have been along the Yukon River and its tributaries. Most are found as a result of hydraulic gold mining. Bones are sometimes found on gravel bars along the rivers of interior and northern Alaska and are often in a remarkable state of preservation. Due to permafrost conditions, bones that are thousands of years old often appear nearly fresh; frequently soft tissues are also preserved.

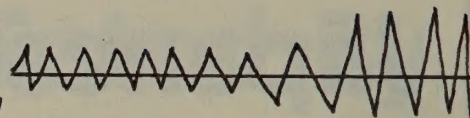
Private citizens using public lands have significantly assisted paleontologists by reporting finds to the University Museum and to BLM personnel. BLM also works with miners to salvage fossil remains found during mining operations. For example, more than 1,300 bones from 19 different species,

including a newly recognized kind of horse, were recovered from a locale in the Fortymile area.

BLM recently acquired nine mammoth tusks weighing more than 800 pounds. The tusks were collected in NPR-A by someone who intended to sell them for profit. Most of the finds BLM collects are usually forwarded to the University of Alaska Fairbanks where they are cataloged and prepared for display. This process usually takes three to five years. In the coming year BLM hopes to display a baby mammoth tusk in the Alaska State Office Public Room.

Piecing together the parts of a puzzle as to what life was like so many thousands of years ago is fascinating. Many questions may never be answered, but each bit of paleontological evidence unearthed provides new insights into Alaska's past.

EARTHQUAKE



On March 27, 1964, the largest recorded earthquake in the history of North America hit Alaska. During the time you are living in Alaska, another major destructive quake could occur. Do you know what to do if this happens? Would you be prepared to provide for your needs with the items found in your house today? If you answered "no" to either of these questions, this article could save your life!

WHAT TO EXPECT:

During a major earthquake, the earth can rock like the deck of a ship. However, the movement of the ground is seldom the direct source of serious injury or death. Most casualties result from falling objects and debris. In addition, the destruction of buildings and the potential for fires, landslides, and seismic waves (called tsunamis) generated at sea can add to the intensity of an earthquake disaster.

DURING AN EARTHQUAKE:

Watch out for:

- Flying glass from breaking windows
- Fires from ruptured gas lines
- Live, broken electrical wiring and fallen active power transmission lines
- Drastic human reactions of panic and fear
- Building failures causing brick and heavy concrete slabs to fall and exterior walls to shear off
- Inside a building watch for falling ceilings, light fixtures, and wall-mounted articles.

If in a public building:

- Get to a structural column or door frame or crawl under a sturdy desk or table.

- Do not attempt to leave the building since panicky individuals may be racing to get out.

- Watch for overhead falling material, lights, plaster, etc.

- If caught in an elevator, realize that rescue efforts may be slow.

If outside:

- Avoid high buildings, walls, power

poles, and lines. Move to an open area. Watch out for fallen power lines, showers of glass, and material falling from buildings. Stay in the clear area until shocks have passed.

--When you leave, keep to the inside lane of the highway or street away from weakened buildings and other structures.

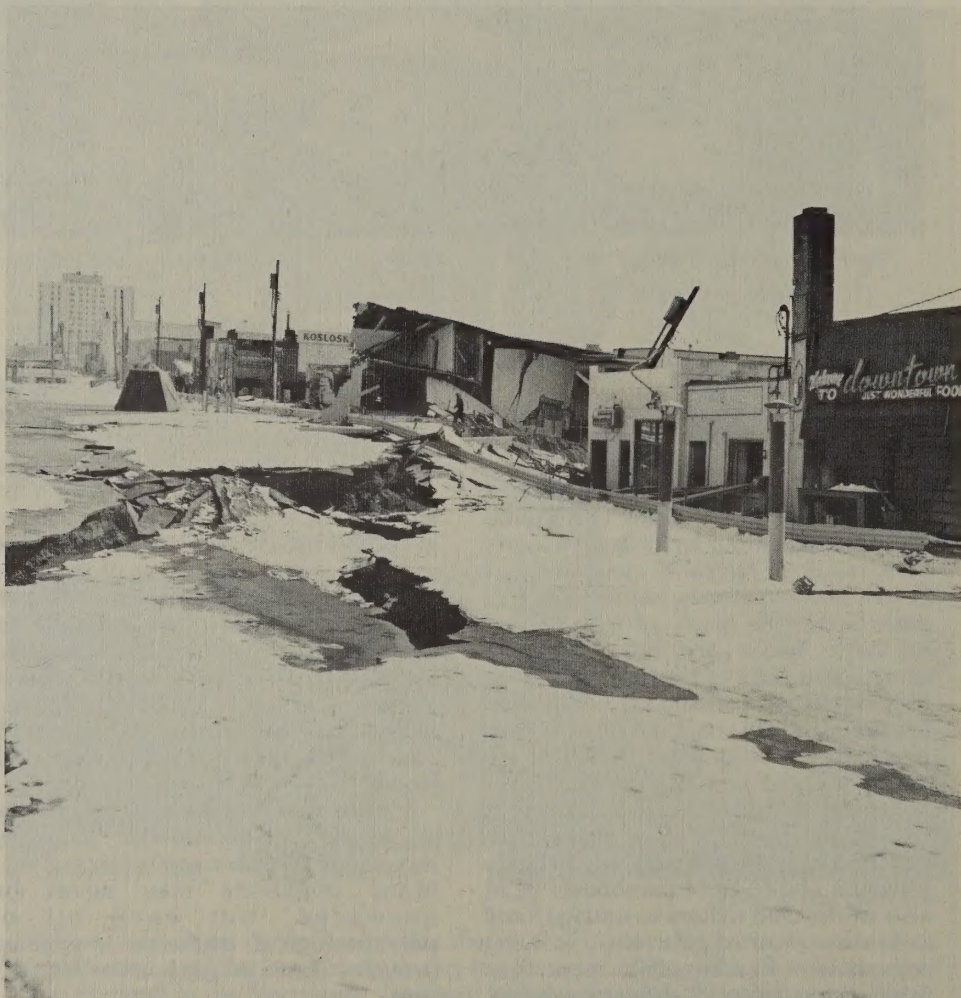
--If in a car bring it to a quick, rolling stop. The car will rock on its springs, but stay with it and buckle up. When you drive on, be alert for debris, fractured and undermined road surfaces, and downed electric power lines.

IMMEDIATELY AFTER A LARGE EARTHQUAKE:

Be prepared for aftershocks. They can be as destructive as the original earthquake.

If at home and uninjured:

--Check your family and neighbors for injuries. Do not move an injured person unless there is potential for further injury. Make the injured



comfortable and warm and render emergency first aid.

--Check your home for fire and electrical hazards. Turn off the main gas valve. If there are broken electrical connections, turn off the main electrical switch.

--Check for downed power lines near your home.

--If the water service is off, get emergency water from the hot water heater, commode tanks, melted ice cubes, canned vegetables, etc.

--Use an outdoor charcoal broiler for emergency cooking or improvise and use an outside campfire.

--Do not use the telephone. The chances are that outgoing calls will not be accepted. Turn on your battery radio for information and instructions.

--Check the structural integrity of your dwelling inside and out.

--Respond to requests for help from authorized officials (police, fire and emergency services).

--Be aware of whether a tsunami

could strike your area.

If in a public building or outside and uninjured:

--Check for injured persons. Keep them calm, comfortable, and warm, giving emergency first aid. (Alaska has a Good Samaritan Law. See related story on this page.)

--Do not smoke or use a lighter, matches, or any ignition device.

--Cooperate fully and follow instructions of emergency officials. (Alaska also has a law to restrain those who get in the way of rescue operations.)

All of the above information is necessary if a large earthquake occurs. It may not happen during the time you are living in Alaska, but it is a good idea to be ready. Here's a list of things you can do now:

--Support local safe building codes, earthquake zoning regulations, effective construction inspection, and the incorporation of earthquake

resistance factors in structural design.

--Inspect your home for earthquake hazards. Bolt down or strongly shore up gas water heaters and other gas appliances to minimize fire and explosive danger from broken gas lines. Use flexible connections where at all possible. Place large objects on lower shelves. Securely fasten shelves to walls. Brace or anchor top-heavy objects and furnishings.

--Hold occasional earthquake drills to familiarize everyone in the household with emergency action plans.

--Teach all responsible members of the household how to turn off gas, water, and electricity at master valves and switches.

--Keep a first aid and basic survival kit ready for emergency use. Include an operating flashlight, extra batteries, and a transistor radio.

There are no absolute rules which can eliminate all earthquake danger. The best thing you can do is to preplan for what could happen.



Anchorage after the March 1964 earthquake

Alaska's Good Samaritan Law

"A person at a hospital or any other location who administers emergency care or emergency counsel to an injured, ill, or emotionally distraught person who reasonably appears to be in immediate need of emergency aid in order to avoid serious harm or death is not liable for civil damage as a result of an act of omission in rendering emergency aid.

"This section does not preclude liability for civil damages as a result of gross negligence or reckless or intentional misconduct."

*Alaska State Law
Sec. 09.65.090*

"Alaska People" Goes To



Step One



Step Two

"Producing a good product and seeing it get done in time are what makes working in the ASO Reproduction Plant worthwhile," say bindery machine operators Debbie Feay, Pat Smith, and Charles Luddington.

Feay, who has been with the Reproduction Plant for nine and a half years, says, "I've seen a lot of changes during that time. When I started, the plant was made up of one other woman and myself." Since then production has increased substantially. A copying machine that produces 120 copies per minute; two small format presses instead of one; a diazo machine used for making blue-line, blackline and sepia maps; an automatic paper cutter; the capability of shooting metal plates within the plant; an automatic drill press; and an additional collator have all been added.

Originally from Kansas, Feay came to Alaska 15 years ago when her father was transferred here by the military. "I love it up here, and I plan to be here for a

long time," she says.

Charles Luddington started with the Reproduction Plant as a student aide six and a half years ago. Originally from Houston, Texas, he has lived in Alaska for the last ten years.

Pat Smith, who is the newest member of the staff, transferred over from the Army Corp of Engineers print shop. Smith is originally from Pennsylvania.

Together they work as a team to keep the Reproduction Plant going, helping all of us in the State Office and the two districts get the job done.

The Reproduction Plant average yearly output is six million units (one unit equals an 8 x 11 sheet). Approximately two cases of paper a day are used by the copy machines alone. State office forms, letterheads, vacancy announcements, training materials, small pamphlets and brochures, workbooks, annual reports, and EISs are all produced regularly by the plant.

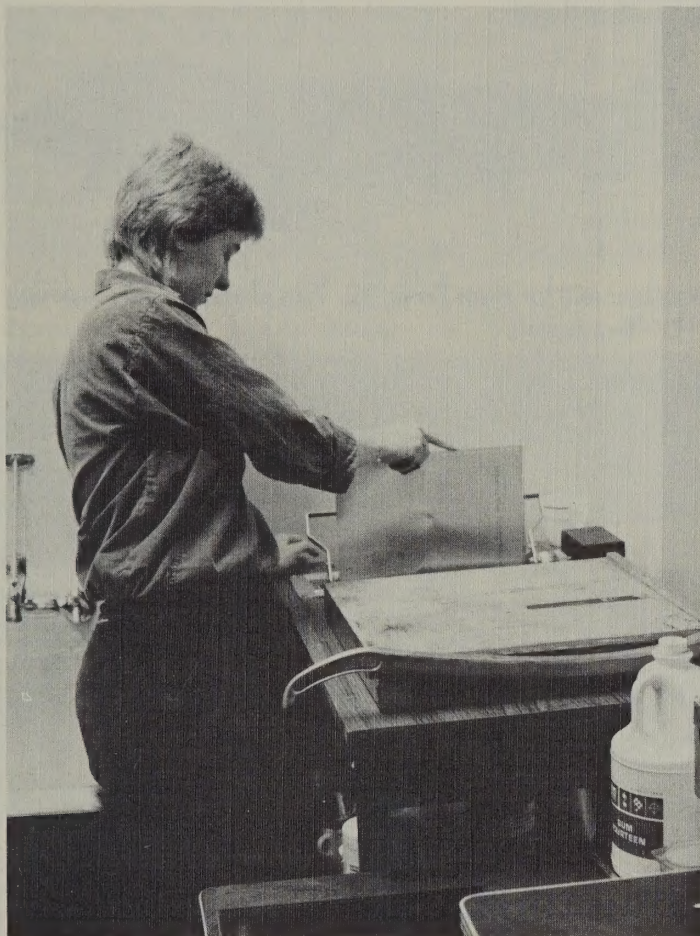
The Reproduction Plant is a crucial cog in the BLM wheel!

After "Alaska People" has been laid out, negatives of it are shot and then brought to the Reproduction Plant.

Step one - Pat Smith strips the negatives and mounts them on a masking sheet.

Step two - Debbie Feay burns the images of the negatives on to metal plates.

Press



Step Three

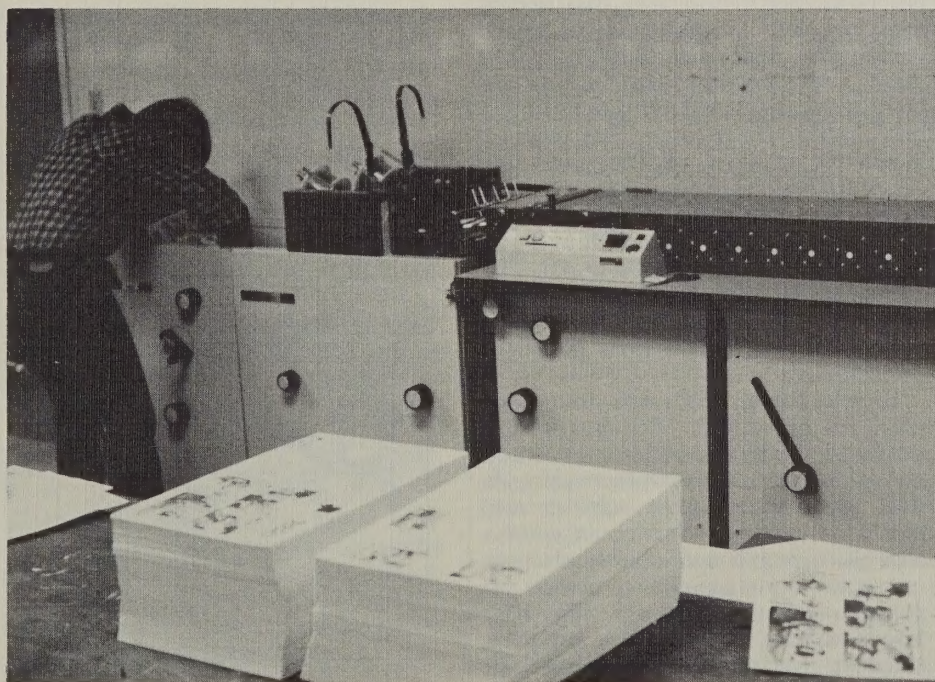


Step Four

Step three - Feay develops the metal plates.

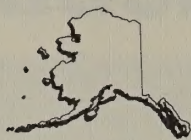
Step four - Charles Luddington and Smith set up the printing press. The metal plate is attached to the drum and coated with ink. As the paper passes through the inked plates, the image is printed on the paper.

Final product - After the ink has dried, Smith runs the individual sheets through a collating machine which assembles and staples the copies.



Final Product

Alaska Almanac



BLM employees remember the March earthquake of 21 years ago.

Carmella Clary, procurement clerk at ADO, recalls a preoccupation with the glass and mirrors in her bathroom when the quake started. "My son, Butch, was taking a bath; and all I could think of was getting him out of the tub and away from the glass that looked as if it would come crashing down at any minute," she says. Miraculously none of the glass fell, and the newly constructed second floor addition to their home survived the swaying back and forth.

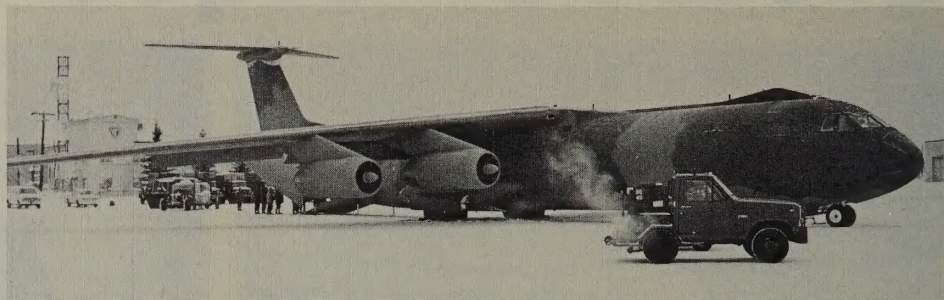
Della Grahn, homesteading in Wasilla at the time, says the whole family was home in the trailer, which was still on wheels. "We didn't feel the movement as much in that part of the state, but I will never forget the devastation I saw in Anchorage when I came in to see what had happened to the school where I worked. Authorities were letting only one car cross the Knik Bridge at a time as a safety precaution, and there was a big slide of earth on the road."

Bill Dawson, ASO, says, "That was a wild ride. I rode it out in the kitchen among broken dishes and grease, trying to hold up a high-chair. We all came through it okay, but I wouldn't wish an earthquake on anybody."

Sal DeLeonardis, Land Use Council representative, says, "I was coming back from Kodiak. As we were getting landing instructions, they told us that they were experiencing a severe earthquake and were abandoning the tower. We couldn't see because we were in the clouds but managed to find a hole and come in over Fire Island. When we stepped off the plane, we could still feel the ground quivering, and there was the smell of natural gas around. When I got home, I found that my house had taken a good shake. The chimney had fallen over and poked a hole in the roof, and all sorts of things had been shaken off the walls and out of the cabinets."

Sherm Berg, ASO, was downtown when the quake hit. "The ground was heaving so badly that you couldn't stand on your feet. But I know of some people who were traveling in vehicles and didn't feel a thing. You could smell a little gas here and there, but Anchorage was spared any major fires due to the automatic shut off system. I'll never forget walking down Fourth and Fifth avenues over all the glass-glass was everywhere."

Brim Frost 1985



C141 'starlifter' on the flight line for Brim Frost '85. This plane transports people and equipment worldwide.



Captain Bob Hiller, U.S. Army Reserves, and Major Dwight Hempel, U.S. Air Force Reserves, study reconnaissance maps during the Brim Frost '85 exercise.



Brim Frost '85

photos by Dan Gullickson

By Sharon Wilson

Recent "war" maneuvers in and around Ft. Wainwright impacted the personnel and activities of BLM employees at the Fairbanks District Office. On arriving at work, staff members of the Yukon Resource Area were greeted by concertina wire and a multitude of army vehicles barring their path. An air of excitement and flurry of activity continued throughout the days. BLMers were reminded that they were, indeed, guests on a military post.

Brim Frost. The name has been heard occasionally, but the last time was in 1983. Memories return of increased troop activity—images of khaki-uniformed soldiers trudging through the drifts on snowshoes, pulling cargo sleds behind them. The odor of JP-4 fuel is constant as aircraft engines run continuously on the flight line adjacent to the district office.

Directly in the midst of Brim Frost '85 were two BLMers. Dwight Hempel, district realty specialist at FDO, put on his gear and signed in as "Major Hempel," intelligence officer on the Air Support Operations Center staff in support of the Commander, Army Forces (COMARFOR). Bob Hiller, from ASO Branch of ANCSA Adjudication, served in the Army Reserves as a member of the Nuclear Biological and Chemical Section of the G-3 Staff (operations) for COMARFOR.

In the Brim Frost '85 exercise, the "friendly forces" of the 172nd Infantry Brigade and a battalion of the Princess Patricia Canadian Light Infantry Brigade were invaded by elements of the 101st Air Mobile Division from Ft. Campbell, Ky. Support personnel were detailed from different parts of the United States, many from warm, southern climes.

"The military can't fight a war without the Reserves at this time, so they pull people in from all over for this training," said Hempel. "The people attached to Brim Frost gained a lot of experience. It allowed them to test out the command structure and logistics in a northern environment."

Hempel spent the first seven days, beginning January 23, on active duty in Anchorage. He came to Fairbanks when the headquarters was moved to Ft. Wainwright. Hempel felt the most unusual part of this detail was going "to the field" with the military—and discovering he was working in the basement of the building next door to his BLM job! "I received quite a bit of ribbing from the BLMers about the barbed wire," he laughed.

Major Hempel's duties, as part of the Air Support Operations Center staff, were to aid coordination of air support with COMARFOR. Hempel would relay intelligence received from Air

EEO Complaint Or Grievance— Which Is It?

by Coco Lewis & Patty Tengberg

The EEO Complaint and the Grievance programs are available to protect the rights of government employees and persons applying for federal jobs. Although these programs are distinctly different and have unique applications, they are easily confused.

The following comparison is to help you make the right selection between these programs so that you are able to get the assistance you need if you have a problem.

GRIEVANCE

Definition:

A request by an employee to review a matter of concern or dissatisfaction that is subject to management control for which the employee seeks personal relief.

Responsible Office:

Branch of Personnel (Employee Programs & Services Section)

INFORMAL GRIEVANCE

Personnel Management Specialist and Employee Relations Specialist

These people are available to provide managers, supervisors, and employees counseling and assistance to assure that regulations and provisions are followed.

How To File An Informal Grievance

A grievance must be presented first to the immediate supervisor **within 15 days** following a specific occurrence.

Supervisor's decision **within 7 days** following employee's presentation.

If resolution sought cannot be granted, employee is to be informed of his right to request further consideration under formal procedures.

FORMAL GRIEVANCE

The grievance must be submitted in writing to the personnel officer **within 5 days** following supervisor's decision.

Force assets to G-2, intelligence staff. "My main duties centered on close coordination with a sister service," he said.

A unique feature of Brim Frost '85, he felt, was the more extensive role for the Civil Air Patrol in support of COMARFOR this year. Local CAP pilots, who perform search and rescue in Interior Alaska, were used in 1983 to insert unconventional warfare into the field. This year they provided courier service and reconnaissance in low-threat areas.

With the victory of the friendlies and

EEO COMPLAINT

Definition:

A fact-finding review requested by any federal employee or job applicant who believes he or she has experienced discrimination due to race, color, sex, religion, national origin, age, or handicapping condition.

Responsible Office:

EEO Office

INFORMAL COMPLAINT

EEO Counselors

The EEO counselor positions are collateral duty assignments. Individuals appointed to these positions are employed in various other jobs throughout the agency. Their sole responsibility is to conduct an impartial fact-finding investigation when a complaint has been filed.

How To File An Informal Complaint

The complaint must be filed **within 30 calendar days** of the date on which the questionable incident occurred. At the time of filing, a counselor is assigned by the EEO Office to conduct the investigation.

The investigation must be completed and satisfactory resolution achieved **within 21 calendar days** of the filing date. If this is not accomplished, the complainant is notified in writing of the right to file a formal complaint.

FORMAL COMPLAINT

Formal complaints must be filed **within 15 calendar days** of the written notice of the right to file. All formal complaints are handled by the Washington Office.

the end of the "war" in the Blair Lakes, Ft. Wainwright, and Eielson areas, peace once more reigns over BLM territory. Frankly, the fields and parking lots look a little vacant now, stripped of their communication antennae, camouflage nets, and busting activity. But at least two BLMers are glad to get back to work, to attend to the piles of paperwork that built up in their absence.

Iditaski Is Not For Everyone

by Danielle Allen

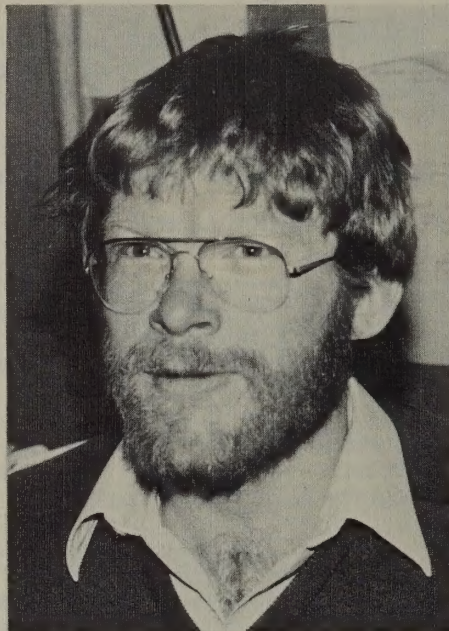
The Iditaski is a race that is unforgiving if you are unprepared. Even if you are in superior shape, it's not enough. Having the right equipment is of utmost importance. Participants who dropped out of the race did so because of badly blistered feet or frostbite.

Suffering from neither blisters nor cold, Peninsula Area realty specialist Martin Hansen skied three days and two hours to place 14th in the third annual Iditaski. Thirty-one of 47 competitors finished the race.

The grueling competition takes participants 210 miles, from Knik Lake across flat frozen terrain to Skwentna and back, while hauling personal supplies by sled. The trail is a portion of the Iditarod National Trail.

Hansen slept two hours each night and drank and ate while skiing. At the checkpoint stations he received warm food, otherwise he would have subsisted totally on uncooked food. His strategy for next year's race remains the same except, "I plan to ski faster," he says.

Hansen's competitive nature compels him to race each year. This year's preparation included 20 to 30 miles of weekly skiing at Kincaid Park.



Martin Hansen

Although this year's temperatures were fairly warm at minus 20 degrees, Hansen says of the Iditaski, "Skiing this thing once a year is more than enough frozen swamp than I care to see." Hansen has skied in the Iditaski since the first race in 1983.

WELCOME ABOARD (February 1985)

Aden Seidlitz, Petroleum Engineer, ADO

MOVING ON (February 1985)

Jesse Taylor, Warehouse Worker, AFS (retired)

Kevin McGee, Clerk Typist, ASO Division of Conveyance Management

Alta Gruelke, Secretary, ASO Division of Administration

Dana Martin, Land Law Examiner, ADO Division of Mineral Resources

Donna Austin, Clerk Typist, ASO Division of Mineral Resources

ACCOLADES

SPECIAL ACT AWARD

Winnifred Brudevold, Purchasing Agent, FDO

Joan Powell, Computer Assistant, ASO Division of Operations

SUSTAINED SUPERIOR PERFORMANCE AWARD

Carolyn Haynes, Clerk Typist, ASO Division of Cadastral Survey

QUALITY STEP INCREASE

Cheryl McCaffrey, General Biologist, ASO Division of Operations

APPRECIATION AWARD

Mary Smith, Legal Clerk, ASO Division of Operations

Lynette Nakazawa, General Biologist, ADO Division of Operations

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